



August 20, 2020

Jimelle Howard, Manager
Department of Labor and Economic Opportunity
201 N Washington Square, 5th Floor
Lansing, MI 48913
LEO-RapidResponseCommunications@Michigan.com

Carol Hill, Council President
213 South Grand Avenue
Fowlerville, MI 48836

Re: The Worker Adjustment and Retraining Notification Act ("WARN") -
Updated

Dear Ms. Howard and Council President Hill:

As a result of a lack of liquidity and financial support, Vetta, LLC and its subsidiaries have commenced an immediate wind down of their operations. This wind down will result in the permanent closure of their facilities, other than those related to the J America, LLC Wholesale Blanks division, which may remain open for an undetermined amount of time. This wind down will impact the facility located at 445 E. Van Riper Road, Fowlerville, Michigan.

There are currently 73 individuals employed at the Fowlerville, Michigan location, not including employees in the Wholesale Blanks division. The first job separations will occur on August 17, 2020 impacting 30 employees. The second separations will occur between September 7, 2020 and September 21, 2020 impacting 15 employees. The third separations will occur between October 5, 2020 and October 16, 2020 impacting 19 employees. The date of the last separations, which has not been identified, is anticipated to be no earlier than mid-November, 2020 impacting 6 employees. In addition, 3 employees were separated from employment on June 15, 2020. All separations will be permanent.

The job titles of positions impacted, the number of affected employees holding each job title and the anticipated separation dates appear on the enclosed chart. There is no union representation and there are no bumping rights.

We have been actively seeking capital for over 60-days and believed that financing that would have been sufficient to enable the company to avoid a closure could be obtained. We would have liked to have given more notice of the



closure, but were unable to do so because providing the notice would have had a negative impact on the company's ability to obtain financing.

If you need further information, please contact the undersigned at JMarshall@vettabrands.com or (614)914-2091 X1001.

Very truly yours,

Jeff Marshall
Chief Financial Officer
Vetta, LLC

Enclosure

Job Titles of Impacted Employees	Separation Date	# of Employees in Each Title
Customer Support Specialist	June 15, 2020	3
Total		3
Job Titles of Impacted Employees	Approximate Expected Separation Date	# of Employees in Each Title
Accounts Payable Associate	August 17,2020	1
Corporate Social Responsibility Director		1
Customer Data Specialist		1
Customer Support Specialist		8
Financial Analyst		1
Fork Lift Driver		1
IT Business Analyst		1
IT Support Specialist		1
Lead Order Processing Specialist EDI		1
Order Management Specialist		2
Order Management Specialist Lead		1
Order Processing Specialist		1
Planning Manager		1
SubLicense Specialist		1
Warehouse Associate		5
Warehouse Associate - Seasonal FT		3
Total		30
Job Titles of Impacted Employees	Approximate Expected Separation Date	# of Employees in Each Title
Accounting Associate	September 10, 2020	1
Accounts Payable Associate		1
Accounts Receivable Associate		1
Customer Support Specialist		1
Customer Support Specialist Team Lead		1
eCommerce Administrator & Systems Integration Specialist		1
Ecommerce Operations Manager		1
eCommerce Order Management Specialist		1
EDI Coordinator		1
Fork Lift Driver		1
Lead Order Processing Specialist EDI		1
Warehouse Associate		3
Warehouse Associate Team Lead		1
Total		15

Job Titles of Impacted Employees	Approximate Expected Separation Date	# of Employees in Each Title
Accounting Manager	October 9, 2020	1
Accounting Specialist		1
Accounts Payable Supervisor		1
Accounts Receivable Associate		2
Accounts Receivable Supervisor		1
Assistant Warehouse Manager		1
Controller		1
Director of eCommerce Business Development		1
Fork Lift Driver		2
Human Resource Manager		1
Sales Coordinator		1
Shipping Associate		1
Transportation and Fulfillment Manager		1
Transportation Logistics Specialist		1
Warehouse Associate		3
Total		19
Job Titles of Impacted Employees	Approximate Expected Separation Date	# of Employees in Each Title
Director of Human Resources	November 27, 2020	1
Director of Information Technologies		1
Financial Planning and Analysis Analyst		1
IT Operations Manager		1
Vice President of Forecasting and Deman Planning		1
Warehouse Manager		1
Total		6
Grand Total		73